

2Q2012

GEO world

A GEO Publication for Employees and their Families.



THE GEO GROUP OPENS
Karnes Civil Detention Center
IN KARNES CITY, TEXAS



Chairman's Letter

George C. Zoley
Chairman, CEO and Founder

To the GEO Family,

During the first quarter of this year, our company completed significant milestones with the activation of two important projects under public private partnerships with state and federal agencies. These two projects have unique attributes that make them first of a kind and are indicative of the continued need for innovative service solutions in our core market segments.

In Texas, we invested \$32.0 million in the development of a new 600-bed Civil Detention Center in Karnes City, which is now the first facility designed and operated for low risk immigration detainees under new federal detention standards in the United States. We broke ground on the Center in March 2011, and less than a year later, we completed a remarkable public private partnership venture between GEO, Karnes County and U.S. Immigration and Customs Enforcement (ICE).

The company-owned Center will house low risk immigration detainees in a residential, less restrictive setting. GEO will be responsible for the day-to-day operation and management of the Center under a contract with Karnes County, and the immigration detainee population will be housed at the Center under

an Intergovernmental Service Agreement between the County and ICE. The management contract is expected to generate approximately \$15 million in annualized revenues for our company.

In Indiana, we completed construction of a company-financed, \$23.0 million expansion of 512 beds to the state-owned New Castle Correctional Facility. This important expansion project marks the first significant private investment in a state-owned correctional facility in the country. The expansion will add approximately \$8.0 million in annualized revenues for our company under an extended management contract with the Indiana Department of Correction for the entire New Castle Correctional Facility effective through June 2030.

Additionally, during the first quarter, our Eastern Region Operations team continued the intake of inmates at the 1,500-bed Riverbend Correctional Facility, which was developed by GEO for approximately \$80.0 million and was activated in December 2011 under a new partnership with the Georgia Department of Corrections. This important project marked GEO's entry into the State of Georgia and is expected to generate approximately \$28.0 million in annualized revenues for our company.

Our recent project activations continue to drive our company's growth and demonstrate the stability of our core business. With our new project openings and the recent integration of our strategic acquisitions, we have positioned The GEO Group as the leading diversified service provider in corrections, detention and residential treatment with a growing workforce of 20,000 employees, 114 facilities and 80,000 beds worldwide.

CHAIRMAN'S LETTER

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EQUAL OPPORTUNITY EMPLOYER

Opening of Karnes County Civil Detention Center

Waymon Barry, Karnes Civil Detention Center



Gary Mead, Executive Associate Director Enforcement and Removal Operations, spoke before the ground breaking.

On Tuesday, March 13, 2012, The GEO Group, Inc. and U.S. Immigration Customs and Enforcement (ICE) hosted a grand opening ceremony for the new Karnes County Civil Detention Center in Karnes City, Texas.

Ground-breaking for the Center began on March 10, 2011 following the signing of a contract between GEO, Karnes County and ICE on December 7, 2010. The Karnes County Civil Detention Center is the first facility designed and built, from the ground up, with ICE's civil detention reform standards in mind. While other facilities throughout the country have been retrofitted to further ICE's efforts toward more civil

immigration detention, the Center was built uniquely to offer the least restrictive environment permissible to manage persons in administrative custody.

Among the guests at the Grand Opening Ceremony were United States Congressman Ruben Hinojosa; Gary Mead - Executive Associate Director for Immigration, ERO; John Hurley - Senior VP & President, GEO Corrections & Detention; Deborah Achim - ICE San Antonio Deputy Field Office Director; Reed Smith - GEO's Central Region Vice President; and Ruben Cortina - GEO Corporate Consultant.

The grand opening ceremony was complemented with refreshments and tours given to national media outlets including The New York Times, NBC News, NBC Universal (Telemundo), Agence France Press, National Public Radio, and KWX Univision. Local news media attending were CBS KENS 5, Fox 29 News, San Antonio Current, WOAI, ABC KSAT 12, Texas Public Radio, and the San Antonio Express News. Several Non-Governmental Organizations attended and toured the Center as well. Grassroots Leadership, Detention Watch Network, Texas Civil Rights Project, and Islamic Society of North America were some of the organizations in attendance.

The Center is located in Karnes City, Texas (59 miles southeast of San Antonio) and opened on March 21, 2012. Resident capacity at the Center is 600 beds with 144 permanent jobs. The Center's property spans nearly 29 acres of land. The construction cost for the Center was \$32 million which was financed by GEO. Karnes County contracts with GEO for the Center's day-to-day operation and the detainee population





L-R: Arturo Perez, David Venturella, Peter Del Angel, Deborah Achim, Jace Calderas, Gary Mead, Tae Johnson, John Hurley, Reed Smith, and Ruben Cortina.

is housed at the Center under an Intergovernmental Service Agreement between Karnes County, Texas and ICE. The Center's highlights and services include:

- Contact visitation for residents 7 days a week
- Eight (8) person dorms complete with cable television and private bathroom
- Open movement from 6 am to 10 pm
- Cafeteria style dining with salad bar and hot bar
- Commissary with walk-up feature open 7 days a week
- Daily recreation activities and resources including exercise equipment, soccer field, volleyball court, basketball court, indoor recreation center and handball court
- Computer lab with access to email and internet services
- English as a Second Language and Life Skills classes



Medical Staff for Karnes County Civil Detention Center.

The GEO Group Activates New Castle Correctional Facility Expansion

Mike Smith, New Castle Correctional Facility



The Indiana Department of Correction (IDOC), in coordination with The GEO Group Inc., hosted a dedication and ribbon cutting ceremony for the newly built New Castle Correctional Facility Annex on February 29, 2012 at the Correctional Training Institute.

Michael Zenk, Superintendent of New Castle Correctional Facility (NCCF), welcomed dignitaries and guests noting “the New Castle Correctional Facility Annex is a major accomplishment for GEO, the Indiana Department of Correction and Indiana. The project is an example of excellent cooperation and partnering between GEO, the IDOC, local government, business and service providers.”

“I would like to extend my appreciation to the State of Indiana and the IDOC for such a great partnership” said John Hurley, Senior Vice President and President of GEO Corrections and Detention. He went on to say “I would like

to give special thanks to the City of New Castle and Henry County for their support in this project.”

IDOC Commissioner Bruce Lemmon spoke briefly of the history of New Castle Correctional Facility and how the Annex developed to fruition. Commissioner Lemmon noted “the Annex serves a vital function of providing 512 beds for the state in maximum security capacity. The success of GEO and the IDOC is reflected by the leadership of the Superintendent and Executive Staff.” Mr. Lemmon offered special thanks to Matt Barnes, Vice President of HUNT Construction Group, and HUNT Construction Group for their accomplishments.

Mayor Greg York, City of New Castle, thanked GEO and the IDOC saying, “We are excited about GEO and the IDOC, and what the New Castle Correctional Facility and the Annex has brought to the New Castle community.”



Executive Director Missy Modesitt, New Castle-Henry County Chamber of Commerce, reported that the “New Castle Correctional Facility provides over 600 jobs to the New Castle-Henry County area.” Modesitt noted that NCCF has supported the local community by donating over \$30,000 to various organizations in 2011.

“We would like to offer our thanks to the local business community” said Matt Barnes, Vice President - HUNT Construction Group. He noted that “teamwork equals success” and that NCCF demonstrated the “Hoosier work ethic.”

Construction broke ground on the 512-bed high security Annex on April 13, 2011 bringing the facility’s total capacity to 3,196 beds.

The project, which was estimated to cost approximately \$23 million, was funded by GEO which operates NCCF under contract with the IDOC. GEO expects that the expansion will bring an estimated 66 new jobs to the New Castle Correctional Facility.

More than 140 guests attended the dedication and were treated to tours of the New Castle Correctional Facility Annex following the dedication ceremony.

Pictured Left Page: L-R: New Castle Mayor Greg York, Senior Vice President and President of GEO Corrections & Detention John Hurley, HUNT Vice President Matt Barnes, New Castle-Henry County Chamber of Commerce Executive Director Missy Modesitt, IDOC Commissioner Bruce Lemmon, New Castle Superintendent Michael Zenk, and GEO’s Eastern Rergion Vice President David Donahue)



3.30.1987

Married Irene

7.29.1989

Josh Born
10.23.1990

Anna Born
4.21.1992

2001



Matt DenAdel 25 Years of Dedicated Service

Mathew James DenAdel, V.P. Pricing - Corporate

Today, I celebrate 25 years with the GEO Group! It has certainly been an incredible quarter of a century. From interviewing applicants in segregation cells to critical meetings in the boardroom, I have had the privilege and honor of helping Dr. Zoley build the company, one cell at a time. Throughout the years, there have been a few bumps in the road but mostly tremendous success as we have grown to a multi-billion dollar company.

I was originally hired as the first business manager at our Aurora facility. The corporate office provided me with a typewriter, an electric calculator and a four-column legal pad, but **NO COMPUTER** and **NO BUDGET**. I have worn several hats during my tenure here. As the Director of startup and execution

I was responsible for organizing over 30 job fairs with teams interviewing nearly 25,000 applicants. Working with local and small vendors, I have purchased over \$52 million in FF&E and supplies.

I've worked with exceptionally talented colleagues over the years to price prisons and detention centers all over the world. Working at GEO has given me the opportunity to travel to England, Canada, Puerto Rico, Curacao, Australia and 30 states in the U.S. GEO has an abundance of gifted and brilliant employees.

Over the years, I've made great friends, who are the hard working backbone of the company. Although there are too



2012



Shoes courtesy of Steve Fuller.

2009



2007

many to name, the closest include Barbara Krumplemann, Angela Meister, Ramona Connelly, Keith Cooley, Ed Shirley, John Campbell and Ron Maddux.

I'm extremely grateful to Dr. Zoley for having the faith and confidence in me all these years. He and the rest of the senior team (Brian, John, Jorge, John, Tom, Ron and Steve) lead the company with vision, honesty, impeccable ethics and absolute integrity. Their hard work and complete dedication is an inspiration to me and the rest of the company.

I want to acknowledge my sister, Mary, and brothers, Duane and Jim, who have encouraged and motivated me over 50 years through their lives. Twenty-three years ago, I met and married

the most wonderful woman in the world, Irene. She has been my strength, helper and partner from the beginning, even while I was away from home for weeks at a time. Our marriage has been blessed with two undeniably tremendous children, Anna (attending University of Florida for an engineering degree) and Josh (attending University of Central Florida for a finance/marketing degree). They are magnificent and continue to make us proud.

Most importantly, I want to thank God for providing me with the skill and perseverance to do my job to the very best of my ability. Every pricing, budget, and spreadsheet has His fingerprint on them. May He continue to bless this company and all its employees with abundant success in the future!



L-R: Dr. Zoley, Patricia Bowen, Angela Meister, and John Hurley.



2011 Woman In Leadership Award

Steve Fuller, Corporate

To further enhance GEO’s recognition programs and diversity initiatives, we created the first annual Woman In Leadership Award for 2011, and the first annual Minority In Leadership Award, which will be presented after the end of this year.

The recipient of the 2011 Woman In Leadership Award is Angela Meister, Business Manager of the Queens Private Detention Facility. Angela was selected from over 100 nominees submitted for this prestigious Award.

On March 1, Angela was invited to GEO’s corporate headquarters where Dr. George Zoley, the Chairman CEO and Founder, and Region Vice President David Donahue congratulated and presented her with a check for \$5,000 sponsored and underwritten by our benefits consulting group, USI, Inc.

Patricia Bowen, USI Vice President, who presented the check along with Dr. Zoley commented, “We are honored to recognize Angela and the other nominees, and to highlight GEO’s continuous efforts to hire and develop more women into leadership roles.”

Angela was nominated by Warden William Zerillo at the Queens Private Detention facility, who shared the following with us:

“Angela started with the Wackenhut Company in 1990 as a receptionist at the Queens INS facility and has since held, at one time or another, every administrative job in the facility. She was ultimately hired as the Business Manager for the Queens facility and later, due to her leadership and professionalism, was given the collateral positions as Business Manager for the Bronx and Brooklyn facilities. Angela’s leadership abilities have been noted throughout her career. She was one of the first employees to receive an award under the new Company name

when it changed from Wackenhut Corporation to the GEO Group, and was the Employee of the Year in 2009. Angela has trained five Wardens at the Queens facility in the business aspects of the facility and has led through her skills, knowledge and example. Angela Meister is a true leader and one that is an inspiration to all she is in contact with. It is an honor to nominate her for this award.”

David Donahue, Regional Vice President for the Eastern Region commented on Angela’s selection as follows: “Angela is truly an impact player in the region and in the Company. If I give her a mountain to climb, she’ll do it and do good things along the way. This is a great representative and Ambassador of the Region and of the Company.”

The judges, comprised of female leaders, had an extremely difficult time selecting one individual from an incredible group of more than 100 nominees. As this year’s winner, Angela Meister will join the judging panel next year.

Congratulations to Angela for winning the 2011 Woman In Leadership Award and to all the nominees. Each nominee will be officially notified of their nomination when they receive a letter of recognition.



Are You GEO fit-for-life?

Steve Fuller and Gina Larsen, Corporate



“Where’s Your ActiPed?” Photo Contest

It is “Where’s Waldo?” themed, so wear your ActiPed everywhere you go—hiking, boating, walking, at work, at play, at interesting locations—anywhere and everywhere! If you think your photo is interesting or clever enough to win the best Where’s Your ActiPed?, please submit your name, facility, photos and ActiPed location to Michele Halmo at mhalmo@geogroup.com. Each month, top winners will receive an iPad and other winners will receive gift cards.

GEO’s Biggest Loser Contest

This contest will start soon and participants will receive prizes along the way. More information about the program will be communicated in the near future, so get ready to track your weight loss and receive prizes. Maybe you can become GEO’s biggest loser!



Factoid: weight loss is a lagging indicator—it is changing exercise and diet habits that actually promote long term success.

To be GEOfit-for-life join Healthyroads, a free program for Blue Cross Blue Shield and Kaiser Medical plan members (or \$5 monthly fee for non-members). This program will save you \$300 on your benefits premium when you complete your Personal Health Assessment

(PHA) by June 30th. Create an account

on www.healthyroads.com, follow the prompts, and complete the PHA. Please remember GEO does not receive personal health information due to strict privacy laws.

Do you have an ActiPed yet?

You can purchase one for \$20 to track your steps and receive a \$25 Gift Card when you walk 50,000 steps! Over 100 employees have already walked more than 50,000 steps, and combined they have walked nearly 15,000,000 steps!



10 Year Employee Recognition

Tina Gold, LaSalle Detention Facility

LaSalle Detention Facility is proud to announce that we have a ten year employee. Joseph Augustine was employed at Allen Correctional Center (a GEO Correctional Facility) as a Food Service Supervisor for one year and was promoted to Food Service Director. He worked as the director there for seven years and came to work at LaSalle Detention Facility on August 18, 2008. Mr. Augustine is married to Tamara Augustine and graduated from Mansura High School in 1975. He served in the Food Service Department while in the Army and was Honorably Discharged in 1994. While serving, he received numerous awards and certifications. He served over in Germany and Korea, as well as stateside.

When asked about working here as the Food Service Manager, he stated, “Every day is a challenge due to the diverse population, but I have a good supporting staff to work with every day. The GEO Group is a fine company to work for; I enjoy my job and the opportunities that come with it.” During his ten years with GEO, he has successfully taken his department through four American Correctional Association

accreditations, several Louisiana Department of Corrections audits, as well as Performance Based National Detention Standards audits.

We all look forward to having Mr. Augustine for another ten years!



Warden Cole presents Joseph Augustine with an award for his 10 years of service.

Positive Outcomes

David S. Burch, Plainfield Short Term Offender Program

On November 18, 2010, GEO was awarded the contract to operate the Short Term Offender Program Facility (STOP) by the Indiana Department of Correction (IDOC). The facility began taking offenders on March 21, 2011. The current capacity is 522 with the ability to house up to 1,066 offenders based on phase implementation.

The IDOC, through research, identified a group of offenders that were sentenced to less than one year and a need to provide services to this specific population. Historically, this group of offenders housed within IDOC didn't receive programming. Based on the IDOC's need and GEO's unique ability to provide a variety of services focused on a Continuum of Care for offenders soon to be released from incarceration, the STOP Facility concept began with the intent to house inmates that are sentenced to one year or less.

The STOP Facility engages offenders in a Thinking for a Change Program (T4C) within five days of their arrival and quickly focuses on each participant's unique needs prior to their release. Staff utilize the Indiana Risk Assessment System (IRAS) tool to develop an individual case plan specific to the offender. The IRAS is a statewide risk tool that allows a Continuum of Care that begins pre-conviction and follows the offender throughout incarceration and during his re-entry back into the community. The STOP Facility has provided the IDOC, through T4C program completions, an opportunity to save bed space throughout the state by housing short term offenders within STOP as well as providing incentives for completing the program.

Thinking for a Change Program

The STOP facility offers a wide variety of programming to the population. Programs offered include: budgeting/money management, basic hygiene, AA/NA, job readiness, resume workshops, character first, Modified Pre-release Re-entry Program (MPOP), and life skills. The facility's focus is the Thinking for a Change Program (T4C). The T4C Program is Cognitive Based and through a variety of exercises provides each offender the opportunity to engage in scenarios that will challenge proper decision making. Each offender arriving at the facility, based on length of stay, will be guided into one of the two T4C tracks offered. The two T4C tracks consist of the following:

1. T4C 3.0 Track: This track consists of a three week classroom setting in which each offender will complete a 25 hour program. Upon completion, each offender that passes the post test, will be awarded up to 30 credit days. This track is eligible to offenders that will serve four months or less at the facility.

2. Advanced Cognitive Skills Development Track: This track consists of 120 hours of programming covered over a nine week period. The programming hours include:

- a. 32 hours of Thinking for a Change
- b. 16 hours of Substance Abuse Education

- c. 16 hours of Healthy Relationships/Parenting
- d. 20 hours of Life Skills
- e. 20 hours of Wellness
- f. 16 hours of Anger Management

Each offender completing the T4C program will also be engaged in the MPOP class. The MPOP curriculum provides a key focus on transferable skills and a Continuum of Care through release to community supervision. The case management staff also engages community service providers to offer connections for offenders prior to release.

Facility Philosophy

The STOP Facility currently operates with six T4C Instructors. These instructors deliver the program in classrooms with no more than 15 offenders at a time. The current capacity for the T4C Program is 180 offenders.

The T4C Program at STOP begins with the Instructors, but does not end there. All staff, from Administration through Custody, are active members in the T4C Community. Each staff member is engaged in an overview of the program during orientation and during their annual in-service training. At STOP, each time a staff member engages with an offender, that conversation is an opportunity to effect change. All staff members understand the need to model positive behavioral traits and decision making skills daily to provide the offender population with a baseline of correct behavior.

Successes

The STOP Facility has had a positive impact on the population as well as an impact for the IDOC related to cost savings and bed space.

The data below outlines the successes realized from March 21, 2011 through December 31, 2011 for the T4C Program at STOP.

1. A Combined 56 T4C class graduations.
2. Credit Days awarded in 2011 for T4C class completions total: 28,154 days.
3. Credit days awarded saved the IDOC over 77 years of bed days in the 9 months STOP was operational.
4. A cost savings to the IDOC when using the average state per diem of \$52.60 per day is \$1,480,900.

Below is an update of the T4C graduates released from STOP beginning January 1, 2012 through March 1, 2012.

1. 161 releases completing a T4C Program.
2. Credit days awarded in 2012 as of March 1, 2012 are 7697.
3. IDOC has saved over 21 years in bed days in 2012 via STOP T4C Graduates.
4. A cost savings to the IDOC when using the average state per diem of \$52.60 per day is \$404,862.00.



Pictured are T4C Instructor Amanda Sharp, Offender William Harrison, and Superintendent David Burch.

The Future

The STOP Facility will continue to focus on being an asset and partner for the Indiana Department of Correction. Indiana Department of Correction Commissioner, Bruce Lemmon, stated, “Superintendent Burch and all the staff at STOP, through the Thinking for Change Program, has provided the Indiana Department of Correction with a viable program to serve offenders sentenced to 12 months or less. The partnership with the GEO STOP Facility and the IDOC has been beneficial and I look forward to continued success.” The facility will prepare for an increase in offenders in the coming months and will focus on program implementation with a key understanding that the Thinking for a Change Model implemented at STOP is unique. The T4C Program Instructors facilitate change inside a correctional setting every day and will ensure that a smooth Continuum of Care is developed utilizing all available community resources.

The STOP Facility has successfully been able to fill a gap that the IDOC identified in 2010 for those offenders sentenced to one year or less of incarceration. The Facility has been able to deliver programming at a high level and the expectation from facility administration and the Client is that we continue to do so.

The IDOC and STOP Facility Administration will be taking a look at data surrounding offenders released from the facility for over a year. The expectation is that the T4C Program will provide an impact to the recidivism rate/return rate for those completing the program. At the current time, STOP Facility has provided promising numbers for the Client and GEO as it relates to program participation and impact.

Conquering Recidivism

Lilian Nzurike, South Bay Correctional Facility



South Bay Correctional Facility (SBCF) has taken off full speed with something different, Cognitive Behavioral Therapy (CBT) and Core Correctional Practices (CCP) launched in October 2011 by Dr. Latessa, professor and director at the Center for Criminal Justice Research, University of Cincinnati.

Accompanying him were

Kelly Pitocco, research associate and Yvonne Brown, trainer consultant (the Cincinnati team). According to the Cincinnati team, this is “what works” in correctional intervention and will propel all our programs to come into alignment with successful evidence based programming reducing recidivism. Dr. Latessa and his staff have done extensive work in advancing evidence-based practices in the corrections field; they have assessed over 550 correctional programs throughout the United States, and he has provided assistance and workshops in 45 states.

With CBT infused into our Core Correctional Practices that are linked to improved outcomes, criminal behavior can change. “... [I]f you want to change criminal behavior, you need to focus on the correlates of criminal behavior. I’m not talking about the reasons people become criminals...what are you going to work on? There’s things I can’t change. I can’t change that you were abused. I can’t change your father abandoning you. I can’t — certain things I can’t deal with. I’m going to work on those things that I think impact your life now.” Edward Latessa, Ph.D., *Solutions in Corrections: Using Evidence-Based Knowledge*, May 13, 2010.

The facilitator training for Cognitive-Behavioral Interventions is training that instructs treatment staff and correctional workers on the core skills needed to facilitate and support cognitive behavioral programming. The training helps staff develop the skills needed to effectively deliver cognitive behavioral interventions, regardless of the specific curriculum that they use. Specific topics to be discussed include: (a) an overview of cognitive-behavioral treatment; (b) the effects of thoughts, feelings, and attitudes on behavior; (c) the identification of targets for treatment and strategies for impacting those targets; (d) the importance of therapeutic alliance and impact of staff attitudes on program effectiveness, and (e) how to use the key techniques of modeling, role-playing, reinforcers and punishers. The importance of quality assurance is stressed in this workshop.

The workshop began on January 9, 2012 with Kelly Pitocco and Yvonne Brown, two very proficient trainers. Although all departments at SBCF will undergo training, the Therapeutic Community (TC) Department will be the catalyst of the CBT program under the leadership of Mr. Wallace Jones, the director. CBT will be the treatment modality for TC. It will be part of TC inmate group therapy sessions. One of the goals after successful implementation is to have TC inmates placed in open bay population. The TC department services 575 inmates. In preparation, the TC recreation yard got a full face-lift with new weight equipment, tables, chairs, bathrooms, basketball court, etc. Also the TC dormitory was renovated with new dining tables, new lockers, beds, security cameras, etc. The TC department will now incorporate the life skills program. Other department program schedules (e.g., library hours) have been changed and blocked out to accommodate only TC inmates. All of this is expedient for evidence-based program research. All SBCF staff will be trained. In the area of security, we intend to see less disciplinary reports, corrective consultation reports, grievances and lock-ups in confinement.

When training is completed, absorbed into the culture at SBCF, and assimilated by all staff and inmates, this will be a pilot program for other GEO correctional facilities. A special thanks and kudos go out to the following for their spirit of excellence and ingenuity in all that they do and making the program happen at SBCF: CEO, Dr. George Zoley; VP Continuum Care, Mr. John Thurston; former AW programs, Mr. Mike Ibezim; the Cincinnati team, TC director, Mr. Wallace Jones; Warden, Mr. Tom Levins; and AW for programs, Mr. William Bassett.



Ronnie Steen Represents NENMDF

Linda Quintana, Northeast New Mexico Detention Facility

When the National Guard responded to the deadly prison riot in Santa Fe in 1980, Clayton's Ronnie Steen was there. When the State of New Mexico opened the old penitentiary for tours on the 32nd anniversary of the riot, Steen was there once again, this time to recount his experiences from 1980.

The invitation to speak to media and guests on February 1st, came when Gregg Marcantel, New Mexico's new Corrections Secretary, visited Northeast New Mexico Detention Facility (NENMDF) with his Director of Operations, Jerry Roark, and Public Information Director, Cristina Rodda. Warden Tim Hatch introduced them to Steen, NENMDF's Training Sergeant, explaining Steen's history with the prison riot. Ms. Rodda immediately asked him to speak about the time when the old penitentiary was opened for tours.

Despite his initial misgivings, Steen accepted the invitation. He hadn't been back to the prison since 1980. He hadn't talked about the experience until he was hired by Warden Hatch in 2008, and found himself confiding in his new boss. "I don't like to talk about it," he said. "I'm not the only one from here that went. A lot of local guys went, and none of us like to talk about it."

Steen's memories of 32 years ago are horrendous. Two things stand out in his mind: the red water covering the floors and the smell of burned bodies. Thirty-three prisoners were murdered during the day-and-a-half riot, and dozens of inmates and



guards were tortured. "I'll never forget the smell," he said. "And it was so cold. There was no heat."

Steen admits it "felt funny" approaching the prison for his speaking engagement. "I thought, 'I don't want to do this,' but I've never told anyone I'd do something and not do it." It got easier the closer he got and "the smell was completely gone." The marks of burned bodies, however, remained on the floors. Steen and NENMDF's Armory Sergeant, John Herrera, were given a private tour along with two young Moriarty High School students whose National History Day project was on the conditions leading up to the riot.

At a news conference, Steen answered questions about his experiences for the New Mexico press and was featured in the Albuquerque Journal and all three Albuquerque television news shows. The tour included exhibits of the old penitentiary's death row, including the state's electric chair, gas chamber, lethal injection room, and gallows. Steen said the State will continue to offer tours once a month during New Mexico's centennial year, but tours will only be done with a reservation.

Pictured: R-L: New Mexico Corrections Department Public Information Director Cristina Rodda, Sgt. John Herrera, Sgt. Ronnie Steen, and Assistant Public Information Director Rosie Saiz.

Blackwater River Achieves 100% on ACA

Sandra Miller, Blackwater River Correctional Facility



ACA Panel Chairperson, Marge Webster; ACA Panel Commissioner, James LeBlanc; Sandra Miller, Compliance Administrator, BRCF; Mark Henry, Warden, BRCF; ACA Panel Commissioner, Joan Shoemaker.

Warden Mark Henry and Sandra Miller, Compliance Administrator accepted the American Correctional Association (ACA) initial accreditation certification on behalf of Blackwater River Correctional Facility (BRCF) at the awards ceremony, held in Phoenix, Arizona on January 22, 2012.

BRCF is a new Facility with a date of commencement on October 5, 2010. One year later, the Facility underwent a very thorough initial accreditation audit on October 17-19, 2011. Initially, the percentage of compliance was noted at a very respectful 99.5%. During the panel hearing on January 22, 2012, BRCF presented information to appeal two findings that were identified during the audit. The commissioners made the decision to accept the appeals and BRCF was accredited with 100% compliance.

Facility staff are Blackwater River's most valuable asset. BRCF staff understand that it takes everyone to achieve the level of excellence, that has become the normal expectation at BRCF. Warden Mark Henry is very proud of his team and their most recent achievements. Congratulations!

3rd Annual Offender Rewards Dinner

Mike Thombleson, New Castle Correctional Facility

On December 14 and 21, 2011, the New Castle Correctional Facility (NCCF) held the third annual offender rewards dinner in the visiting room. This is a program created to offer offenders, who have been conduct free for the past year and have at least three months left to serve, a chance to eat a holiday meal with their loved ones. For a fee, which is based on the cost of the program, the offender can purchase meals for up to two guests plus himself. The meal includes roast beef, ham, mashed potatoes and gravy, vegetables, and pies for dessert.

Three years ago, Ms. Debra Swafford, Culinary Arts Instructor, suggested that we offer the rewards dinner as a project for her classes. It could be a means to reward good behavior with the offender population. Since its start, the program has been a great success with numerous positive comments from the participants, including their family members and friends. The program has grown from 49 offenders participating in 2009, to 111 participating in 2011.

In order for the meal to be successful, a team effort between the education department, program staff and the custody staff is required. The education staff supplies the initial application to the case managers who do initial screening for participation. Thanks to the education staff, the visiting room becomes a holiday gem with the help of a few decorations. Monitoring during the meal and clean-up supervision after is also provided by the staff. Of course, the culinary arts program prepares and serves the meal. In addition, both the building maintenance

program, led by Neil Phillippe, and the horticulture program, led by Sue McConahay, provided many of the decorations such as a Christmas village and poinsettias. The academic clerk, Shonda Hall, completed all needed paper work to make the event happen. Furthermore, the custody staff provided much needed assistance in getting the offenders processed in and out of the visiting room as well as the invited guests.

The feedback from the offenders, their family and their friends was very positive. A quote from a thank you note from an offender to the education department read, "I've been in four different facilities during my seven years down and this is the first place to offer an award for good behavior and that is an awesome idea!"

An offender's family member wrote, "Thank you for hosting the Christmas dinner and for such a special day."

This program is a benefit to all who are involved. The offenders look forward to the event and strive to be able to participate in it by being conduct free for a year. The family and friends of the offenders appreciate the opportunity to have a special time during the holiday season with their loved ones. The culinary arts students learn through preparing a large quality meal. Other vocational students get to make and grow items for decorations. The staff takes pride in providing the opportunity to the offenders which helps promote positive culture. The facility gets the benefit of a well received program.



Symmetry Puzzles

In each of the puzzles below, put shapes in some of the empty squares. Ignoring the blank spaces, the shapes in each row and column should be palindromes.

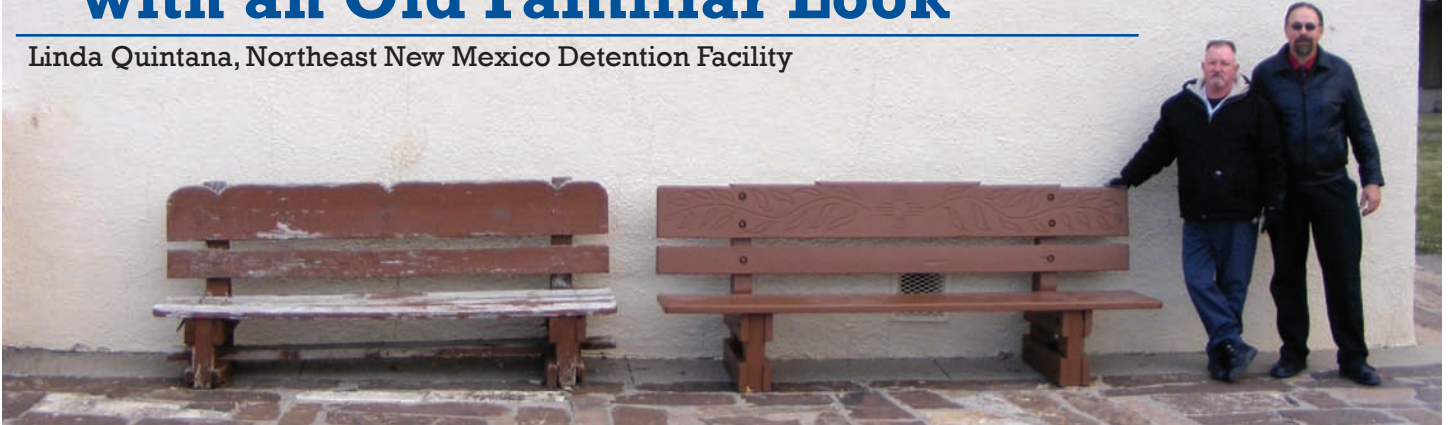
All puzzles copyright Erich Friedman, 2010.

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CLAYTON HIGH SCHOOL

New Benches with an Old Familiar Look

Linda Quintana, Northeast New Mexico Detention Facility



NENMDF Physical Plant Manager Jim Mize and Clayton High School Principal Terrell Jones with an old bench and a new one.

For almost 70 years, the students, faculty, and alumni of Clayton High School (CHS) have enjoyed the benches that line the portico and dot the courtyard. Generations have eaten their lunches, done their homework, courted, gossiped, and just relaxed on a bench under the elm and ash trees. The benches, like the school, were built in the late 1930s as a project of the Works Progress Administration (WPA), a government agency that employed local people to carry out public works projects. The benches have, of course, been mended over the years. Being exposed to harsh elements, they have been sanded, refinished, and parts have been replaced. Jerry Swagerty, who graduated from CHS in 1950, remembers, “They were in real good shape then. Andrew Garcia, the school’s maintenance man, replaced the backs in the 1970s.”

When the school’s new principle, Terrell Jones, took the helm this year, he immediately recognized that the years and weather had taken their final toll on the old WPA benches. What he didn’t know was what to do about it. They were such an integral part of the CHS campus, and enjoyed by so many, but the now rough and splintered wood just wasn’t safe or comfortable anymore. Jones approached Warden Tim Hatch and Physical Plant Manager Jim Mize to see if Northeast New Mexico Detention Facility could help. The facility was eager to take on the project, and agreed to provide the labor if the school provided the materials. The result was nine new benches to replace the original eight. They were built by inmates and taken to the high school in January.

Everybody involved in the project wanted the new benches to be true to the original design and construction. Swagerty says, “They succeeded. Whoever designed them knew what they were doing.”

WPA projects, originally designed to put people back to work after the economic devastation of the Great Depression, are known for their solid construction and craftsmanship. As Superintendent Jack Wiley explained, local workers were

trained by craftsmen brought in from places like Santa Fe and Taos. The construction utilizes local materials whenever possible. The lumber for the CHS project came from a lumber mill at Eagle Nest. The rock was brought in from north of town and quarried on what is now the north end of the football field.

Essentially, the entire CHS campus is a WPA project. The school, the benches, and the furnishings were built by WPA employees, even down to the curtain rods and gate hinges. Local women wove the curtains and rugs, and the wastebaskets were made of copper taken from old stills around the countryside. Leather for the chair seats came from local cattle. The project had its own tannery and blacksmith shop.

“Every now and then,” Wiley said, “someone from the State Education Department wonders when Clayton will replace the old high school with a brand new building. I tell them that will happen the day I leave town, because they’d run me out on a rail if I tore down that school.” It’s a treasure that deserves to stand. It not only marks a significant part of Clayton’s history, but it’s still functional and attractive. The new benches blend right in.





Seeing is Believing

Dan Meyer, Golden State MCCF

“Seeing their smiles light up their little faces made a believer out of me,” stated Golden State MCCF Executive Secretary, Gloria Atkinson. The smiles were a direct result of the gifts Warden Johnny Choate and his staff donated to 40 pre-school aged children (15 pictured above) at the Browning School in McFarland, California.

Children huddled together with excitement and applauded as Warden Choate and Eldridge Pressley, AW of Security, (pictured right) handed out Easter themed gifts including new pairs of shoes. These gifts were a direct result of the Community Action Partnership of Kern County (CAPK) program at work. CAPK is a federally funded organization that seeks out various methods to fight poverty in Kern County while providing a host of diversified services that cover everything from childhood education and development; to health and nutrition; to family, youth and community programs.

Browning School supervisor, Maria Ceballos, stated one of the main goals of the programs is to help children remain children; who in turn become well-adjusted individuals. Maria started working with the CAPK program in 1996 as an associate teacher. She indicated the CAPK program is well known in the community and has helped many children over the years.

A parent handbook is provided to help with eligibility, program options, parent involvement, program services, and policies and procedures. There is another section where a chart illustrates the causes and effects of children’s actions and what they are learning. When The GEO Foundation donated items to the community (cause), the community benefited by becoming more actively involved with its own resources, with one of the main resources of a community being its children (effect). Therefore, seeing is truly believing.



Reading Across America with Captain Fouts

Kryshele Crouch, ASP-Florence West

On Friday, March 2, 2012, Captain Kyle Fouts of ASP-Florence West was invited by Florence Elementary School to Mrs. Johnston's first grade class for the Read Across America project. Read Across America is a celebration of reading that takes place on Dr. Seuss's birthday.

As part of the project's goal, Captain Fouts discussed the importance of reading and its relevance in the correctional

field while challenging them to read more and become better readers. He answered questions regarding his own career and reading's impact on him before reading a Dr. Seuss classic "I Can Read With My Eyes Shut."

Both the children and Captain Fouts enjoyed their time together and look forward to celebrating again next year!

The Mission

Tiffany Pendergraft, Arizona State Prison - Phoenix West

On Saturday morning, December 17th, at approximately 0800 hours, when most people were sitting around the breakfast table enjoying a cup of their favorite java, a team of staff members from Arizona State Prison - Phoenix West along with some of their family members, 17 in total, reported to the St. Mary's Food Bank. The purpose of their mission, for those who chose to accept it, was to devote several hours of their Saturday to assist less fortunate members of our community. During the three hours that this intrepid cadre was on site at the food bank, their collective output generated a total of 17,400 meals to be enjoyed by citizens in need.

At the conclusion of their mission, smiles were in abundance as our team departed the food bank. With humbleness and pride, it was generally accepted that although much had been done, there is still much to be accomplished!

ASP helps feed an elderly woman.



His House Children's Home

Jackie Santiago, Corporate



L-R: Jose Krasniansky, Viola Antia, Alfred Roman, Milagros Vargas, William Pina, Jackie Santiago, Adrian Sandoval, Danielle Nash

On March 17th, His House Children's Home invited PACE members to celebrate its 18th Annual Banquet, "The Garden", sponsored by The GEO Foundation and PACE, AT&T, Edgewater Construction, Cayon Development, Publix Supermarkets Charities and many more.

Over \$100,000 was raised to help start The Garden Home, a new program which will serve as the first residential long-term home in South Florida for girls who are victims of human trafficking.

Over 550 guests came to show their support and be part of impacting the lives of girls trapped by sexual exploitation. As Sariah, a 17 year old, shared her inspiring testimony about how she was rescued from a life of bondage and fear, many were astonished by what she had to endure for two years of her young life. It was an emotional night, but the truth was resounded in the room as guests learned about what happens in their very own back yards. The Garden will focus on the rescue, restoration, and independence of girls like Sariah, and will help them begin a new journey towards a productive life of purpose, wholeness and independence.

Relay For Life

Donald Stine, D. Ray James Correctional Facility

On a daily basis, the D. Ray James Correctional Facility (DRJCF) and the D. Ray James Detention Facility (DRJDF), both located in Folkston, Georgia, operate as separate institutions. However, the facilities have joined together to form one GEO Team for the upcoming Charlton County Relay for Life event, to be held April 20 – 21, 2012, at the local High School. The Team's goal is to raise \$5,000.00 for the fight against cancer. The picture was taken at the recent Community Relations Board Meeting, which meets quarterly and is cohosted by Wardens Donald Stine and Kenneth DuBose. Appearing in the photo are the following, from each facility: Right to left: DRJCF staff: David Lindsay, SIS, Jeff Coughlin, AW(P), Donald Stine, Warden, Craig Chalmers, Deputy Warden. DRJDF staff: Captain Dwayne Howell.





GEO Foundation Makes Donation to The American Heart Association

Abe Cohen, Corporate

In Honor of Barbara Cox

The American Heart Association is devoted to saving people from heart disease and stroke. Through the tireless work of more than 22.5 million volunteers and supporters, it funds innovative research, fights for stronger public health policies, and provides lifesaving tools and information to prevent and treat heart diseases.

The American Heart Association is the nation's oldest and largest voluntary organization dedicated to fighting cardiovascular diseases. The American Heart Association's mission is to build healthier lives, free of cardiovascular diseases and stroke. In everything they do, they strive to have an extraordinary impact on people's lives by fighting heart diseases.

The American Heart Association works to make communities safe from heart disease and stroke and to help achieve their 2020 goal to dramatically improve America's cardiovascular health. They provide public health education in a variety of ways and are the nation's leader in CPR education, helping people understand the importance of healthy lifestyle choices and providing guidelines for healthcare professionals.

Heart disease is America's No. 1 killer, and stroke ranks fourth. Each year, these diseases kill more than 813,000 Americans. More than 82 million Americans have one or more forms of



cardiovascular diseases including stroke. Many of them suffer terribly from devastating disabilities. Cardiovascular diseases are largely preventable through lifestyle changes such as quitting smoking, controlling blood pressure, eating foods low in saturated fat and cholesterol, being physically active, maintaining a healthy body weight, and managing diabetes.

On March 28th, The GEO Group Foundation presented a \$5,000 donation to the American Heart Association in honor of Barbara Cox. Barb was a "light of happiness in the morning at The GEO Group." Barbara's family was very honored by this donation in Barbara's name which signified Barbara's passion for living a healthy lifestyle and hopes that this gift will help build awareness for others to adopt healthier lifestyle choices.



Hope Walk

Kalia Joseph, Corporate

What if you were a child; but not just any child? A child in foster care. Do you think your life would be different?

The GEO Group Foundation decided to catch a glimpse of what this would be like. So, on a cold crisp morning in November, we took a two mile visual journey through the life of a child in foster care.

Our excitement built as we gathered with approximately 600 others behind the starting line, but our hearts quickly began to sink into our chest with every step as we approached the first leg of the journey. When we arrived, three minutes had already ticked off the clock. In the time it took us to reach it, 18 children were abused. (Nationally, a child is abused every ten seconds - 3,000,000 reports are made every year)

We had to push ourselves forward through the journey, even though we wished we could shut our eyes and turn our crushed hearts back to the sheltered bubbles we call home. If we were squeamish after a mere three minutes, can you imagine if you could not turn back; if this was your life?

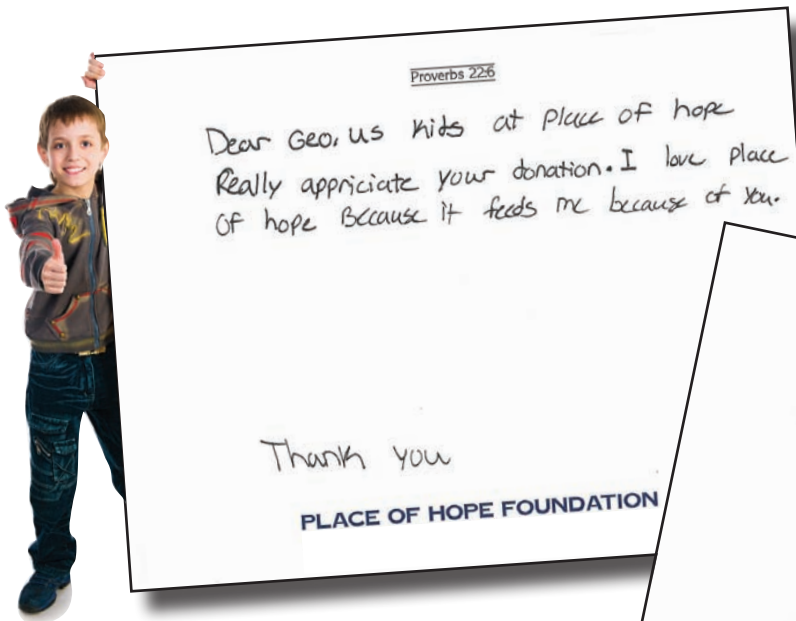
This is a reality, and on average 60 children in Palm Beach County alone are removed from their unfit homes each month! The confusion, fear, and uncertainty the children go through as they are torn away from their parents, siblings, and friends. Their world has been shaken and dropped. The parents who are supposed to love and protect their children, have instead shattered their responsibilities.



Now, we are crawling on our knees with our heads bowed down, inching our way, trying to proceed. Right as we felt like lying down to give up, we saw **HOPE**; Place of Hope!

Place of Hope (POH) is dedicated to providing a stable, loving, supportive, and nurturing environment for foster children while in state custody. They strive to foster and support healthy and productive lives, free of fear, endangerment, and abuse through various activities and programs. POH is also well-equipped to take sibling groups. This is critical because half of the foster child population nationwide is comprised mostly of sibling groups. Currently, 52 percent of the children residing at POH have been reunited with their sibling(s). In 2010, POH had the opportunity to serve over 1,197 children, young adults, and their parents!

The GEO Foundation was forever changed by this experience, and wants to maintain their relationship with POH so they can continue helping our children!



Wheels for the World Program

Amy Gillus, Rivers Correctional Institution



Rivers Wheels for the World program works with the Joni and Friends Organization on refurbishing broken wheel chairs. The chairs are sent to third world countries to deserving people who otherwise could not afford one. Recently, Rivers Correctional Institution (RCI) project supervisor Terry Futrelle, participated on an end distribution trip to the Dominican Republic. He helped distribute RCI refurbished wheelchairs. On this trip, Officer Futrelle's duties were to make on the spot adjustments on the chairs to accommodate individual needs. Pictured is Terry fine tuning a chair for a young Dominican girl.

Despite the 12 hour work days and 90 degree heat, Terry indicated this was a trip of a lifetime and was able to bring back to RCI ideas on how to improve the refurbishing process. The RCI Wheels for the World project employs 15 inmates and refurbishes hundreds of wheel chairs yearly.

Accolades go to Terry Futrelle. He is pictured with a young dominican girl.



Twenty Years On...

Wayne Calabrese, (Retired) Vice Chairman & President

In 1991, we received news at our company headquarters in Miami, Florida of our successful bid to design, build and operate Junee Correctional Center in New South Wales. Having worked on the bid, I volunteered to transfer with my family to Australia to plant our company flag in Sydney, start a central office, and begin work with our builder, Thiess, on what we thought would be our first overseas project. It was a big step for the company, and an even bigger step for our family, one we were all eager to take, and one we have come to understand was as right and as smart as any we ever made...

Rhonda and I arrived at Sydney International Airport with our three young daughters on January 2, 1992. Today, those three young girls are grown, married, and the proud parents of our grandchildren (or, as they like to think of them, their own children).

So much has changed over the past 20 years... the company has grown by leaps and bounds into the premier provider of contracted custodial care services in the world, and our employee base has swelled from a comfy few hundred or so in the United States to tens of thousands spread across the globe, with operations in Australia, the United Kingdom, and South Africa. Our overseas footprint began with our first step at Arthur Gorrie, a step taken on a path we still proudly walk today, a path that began humbly enough with an unexpected phone call to my freshly painted Sydney office...

My recollection is that the call came from Ross Macdonald, who was then serving as the Deputy Director of Queensland Corrective Services (QCS). Whoever it was, the caller came right to the point: Would we be willing to bid on a contract to manage and operate the new Remand & Reception Centre in Wacol, Queensland?

Of course, I had no idea what a “remand and reception” centre was, where Wacol, Queensland might be, or, to be sure, whether it was the type of facility we could manage or operate. So, I promptly said, “Yes” and our 20-year journey began.

From that point, things moved fast. First, a walking tour of the facility, followed by a short (30 days?) time in which to submit our bid, followed by an even more impossible 90 days from the date of contract award to begin operations.

I was soon caught in the whirlwind. To this day I struggle to keep the correct meanings of “remand” and “reception” clear. In short order, I grappled with “shift differentials”, extra “leave pay”, and what for me was the most unusual feature of the rapidly evolving Australian labour landscape, the need to meet with a labour union Secretary and negotiate the terms of employment for employees we hadn’t yet hired for a contract we hadn’t yet been awarded (you have to trust me on this one, folks, it’s just not done that way here in the United States).



After a couple of frantic weeks spent cobbling together a preliminary staffing plan and initial pricing model, I began to understand that QCS was continuing to negotiate with their own employee union over the terms and conditions of employment that would enable the public sector to operate the Centre. The progress of those negotiations was playing out in the daily newspapers, and we all quickly came to believe that QCS had reached out to the private sector merely to put additional pressure on the union to accept the government’s terms.

Still, Ross Macdonald assured me that the government was going to stay the course, and was more than prepared to award the contract to a private operator if negotiations with the union were not successful. Our skepticism heightened when the Friday “deadline” for negotiations with the union came and went, followed by a statement that QCS would be allowing one more week to reach agreement. At that point, we simply assumed that we were the “stick” and that the “carrot” would eventually be given to the public sector union, who surely would find a way to reach agreement on acceptable terms of employment.



That assumption proved wrong. The following Friday, government announced that negotiations with the union had failed and that they were proceeding with a private contract. Soon after, I received a second unexpected phone call. Again, it was Ross Macdonald, this time informing me that we had won a three-year contract to manage and operate the still-to-be-named Remand & Reception Centre in Wacol...

Finalize the terms of the contract – check. Find and hire a Warden – check. Finalize the union contract – check. Interview and hire hundreds of new employees – CHECK! Buy uniforms, paper supplies, toilet paper, computers – check, check, check. Somehow we managed to check off most (but by no means, all) of the essential items on our start-up list and began the first day of what has become 7,300 days of challenging and rewarding management and operation of one of Australia’s premier custodial centres.

I have vivid memories of those early days, of our savoured successes and our occasional bitter disappointments. The first crew who stood watch on the deck of the Centre had to fight strong headwinds and crashing waves, while still trying to find their sea legs. And yet they managed to set a true course, one

that today’s seasoned veterans are proud to follow with courage and integrity of purpose.

The Centre was officially named after Arthur Gorrie, an extraordinary man who, among many other notable achievements, was Toastmaster of the Year on eight occasions. Mr. Gorrie passed away in 1992, the same year the Centre was christened in his name. I remember noting his singular contributions to civil discourse in the remarks I gave at the Centre’s opening, reminding those first men and women who were about to don the uniform that the most important equipment they brought to their workplace each day was not their radios, or their batons, or their shields, but rather their training that emphasized treating those in their custody with respect and dignity.

To all those who have upheld the proud tradition of service that began twenty years ago at the Arthur Gorrie Correctional Centre with integrity, decency and a profound sense of humility, I salute you for your continued exemplary service and daily sacrifice on behalf of your community and our company. Good on ‘ya, mates, good on ‘ya...Cheers...

International Exhibition

Tammi Levine, Arthur Gorrie Correctional Centre



Beijing Municipal Administration visitors (L-R): He Yujin, Area Manager Alan Spiers, Wei Shuliang, General Manager Greg Howden, Liu Yong, Area Manager Nick Bradshaw, Xu Yuehe.



Wei Shuliang, Director General Beijing Municipal Administration of Prisons, presenting gifts to General Manager Greg Howden

Visitors from the Chinese and Japanese penal systems recently visited the Arthur Gorrie Correctional Centre in Queensland and were impressed with the way the GEO systems were working in Australia. The representatives were from the Prison Administrative Bureau of Beijing and the Japanese Ministry of Justice.

which controls more than 70 prisons and detention centres, were senior technical officials from the Facilities Division.

Above all, these visitors were impressed with the structure of the prison buildings as well as the daily routine of the prisoners.

At the conclusion of the visit by the Chinese delegation, Phoenix Fu, the official translator said, “The delegates were really impressed by the good facility and solid infrastructure of the centre as well as the environment. So clean and fresh with plants and animals. Also they were moved by the kind attitude of officers to prisoners. When we visited one of the cells, the officer asked the prisoner “Is it okay to have a look of your room? That showed the respect of everyone in the prison.”

The four representatives in the Beijing group included the director general, Beijing Municipal Administration of Prisons, who is responsible for the majority of prisons throughout China and the country’s 1.5 million prisoners.

The two visitors from the Japanese Ministry of Justice,



Japanese Ministry of Justice visitors (L-R): General Manager Greg Howden, Hiroshi Yamaura, Kenichi Wantanabe.

Mental Health Innovation Wins Recognition

Tammi Levine, Arthur Gorrie Correctional Centre

An initiative at the Arthur Gorrie Correctional Centre to support prisoners with mental health needs has been recognised and rewarded by the Queensland Government. Mental disorders among prisoners are at a significantly higher level than in the general population. This leads to challenging behaviour and self-harm problems. As a result, Arthur Gorrie's staff has made supporting this group of prisoners a priority.

An innovative model, Mental Health First Aid Training (MHFA), was originally developed at Arthur Gorrie in 2010, with the aim of giving staff an enhanced understanding of the complexities of managing individuals with mental health issues. Recently, Arthur Gorrie extended MHFA to a group of selected prisoner volunteer 'buddies' through a rigorous six-week program delivered by a health care professional. The training enables the group to identify prisoners who may be experiencing a mental health crisis and, as a result, inform staff.

Having extra pairs of eyes throughout the centre means both staff and prisoners have the potential to read the warning signs and support the individuals through their crisis. Since the introduction of the program, Arthur Gorrie has recorded a 33 percent reduction in the number of prisoners needing to be placed on formal observation regimes.

"Self-harm and suicide are a tragedy and anything we can do to reduce this is obviously a priority," said Arthur Gorrie General Manager, Greg Howden. "Having prisoners involved is a wonderful innovation and shows prisoners can respond positively when given the responsibility."

The Queensland Government has recognised and rewarded Arthur Gorrie's initiative through an innovation bonus and is considering a wider rollout of the program across Queensland's publicly managed correctional centres.

Inside Health

Matthew Canny, Junee Correctional Centre

It is a sad reality that at any one time a staggering number of people with multiple health problems are in prison. For a period they are reachable and at Junee Correctional Centre, a program to promote weight loss for a healthier lifestyle has met with early success. Obesity is at the core of many health problems. Health promotions officer, Matthew Canny, in conjunction with offender services, are tackling the problem head on with a program that is fun, educational, and effective.

The overall aim is to promote healthy living as well as educate inmates about vital health issues. All while helping them lose weight, particularly those with chronic illness. For Matthew Canny, it was not just for the duration of the six week program, but to change inmates' perceptions about an on going healthier life.

Every Wednesday a new group of inmates meets to commence the program. In the initial group early in 2012, all 18 participants were obese or over weight and had significant health issues. All

were over the age of 40, except two who were in their late 30's. Over half the group was on blood pressure medication, three were diabetic, and two were on insulin. Four were smokers but considering quitting.

"The overall reason why it has been a success at Junee Correctional Centre is that there is no negativity in the program. Positive feedback is always encouraged," Mr. Canny said. "While the concept of weight loss is a relative easy, promotion of a challenging good health program has been warmly accepted! Once each participant group enjoys the exercise, they want additional information about their health. Group discussions now occur regularly regarding what was healthy on the centre's menu and also to discuss exercise tips," he said.

The progress of all participants will be monitored and further assistance and encouragement will be offered where appropriate.

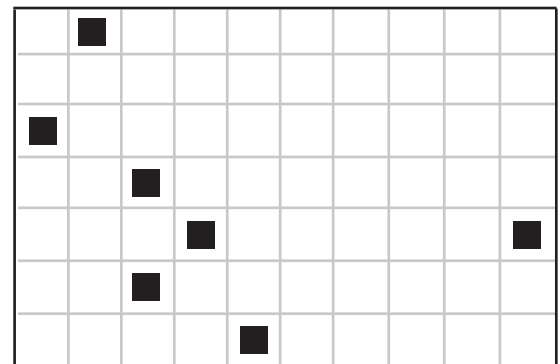
Multi-Balance Puzzles

Put the digits 1-n, each used exactly once, into the grid so that:

- 1) no row or column contains exactly one digit,
- 2) every row or column that contains 2 or more digits contains exactly one fulcrum,
- 3) each fulcrum is used horizontally or vertically, but not both, and
- 4) each fulcrum is located where those weights would balance, with equal torques on both sides.

Digits 1-8

All puzzles copyright Erich Friedman, 2010.





Inaugural Fulham Staff Recognised With 15-Year Awards

Regina Regulska, Fulham Correctional Centre



GEO National Training Manager Mark Butler receives 15 year medallion from Managing Director Pieter Bezuidenhout

Forty Fulham Correctional Centre staff, who have been employed since it opened in 1997, received their 15-year service award. Another 12 members of staff will receive similar awards later in the year.

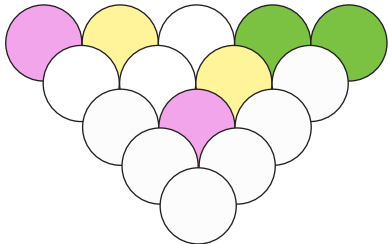
Presenting the awards was The GEO Group Australia’s managing director Pieter Bezuidenhout. He praised the long-serving staff for their continued support of the centre and congratulated them on a remarkable record. “The Fulham Correctional Centre opened with a staff of 200. For so many still to be with the centre reflects outstanding dedication and work ethic,” Mr. Bezuidenhout said.

Each recipient was presented with an individually engraved medallion. The occasion was also marked with the cutting of an anniversary cake by Fulham’s first two employees, Cheryl Fulton and Mark Butler, who commenced at the centre on 20 January 1997. The majority of the award recipients started with the first intake of recruits three weeks later. Local radio, television, and newspapers covered the presentation, providing Fulham and GEO with wide media coverage.

The previous evening, GEO Australia hosted a special dinner to acknowledge the employees and their partners. The award presentation followed Fulham Correctional Centre being selected recently as Victoria’s most outstanding employer. Fulham received this extremely prestigious Victorian Employer of the Year award for their world-class courses and correctional practice training they developed and delivered to their employees.

Grape Puzzles

Put a positive number in each grape. Each number in the top row of grapes is a single digit. Each number on the top row is the sum of the numbers in the two grapes just above it. If two grapes contain the same number, they are colored the same color. All puzzles copyright Erich Friedman, 2010.



Junee Goes Farming

Trevor Coles, Junee Correctional Centre

More than 150 acres of land surrounding the Junee Correctional Centre, that was once dull, is now a vibrant and successful farm. Sheep and poultry are being bred, vegetables grown and harvested and 15 inmates as well as five staff undertake courses in agricultural training through the local TAFE Riverina Institute.

Last August, the farm began its regeneration with the purchase of three white Suffolk rams. This is a breed of sheep developed for harsh Australian conditions, especially hot summers and cold winters for which southern New South Wales is renowned. A few weeks later more than 100 Merino/Dorset cross ewes were purchased as they complement the ideal breeding combination for fat lamb production. The first of the lambs from the breeding program are expected in July.

In September, following a breeding program, the small poultry numbers were increased to 300 and the centre is now harvesting

around 50 eggs a day. Any revenue generated from the eggs and chicken is used to maintain the incubators.

Vegetables were also planted in September. Despite extremely heavy rains in the crucial growing period, Junee harvested an abundant supply of zucchinis, cucumbers/capsicums, herbs, silver beets, lettuce, melons and tomatoes. The vegetables are supplied to the kitchen to improve a variety of inmates' salads and are reducing the cost of frozen vegetables by around \$1,000 a week.

The farm is managed by four staff and includes input from more than 28 inmates who are involved in various aspects of the market garden. This includes seedling and plant propagation in the hot houses, pruning and maintenance of fruit trees, and the preparation and maintenance of the market garden area.

Below: some of the fruit and vegetables coming in weekly from the farm.



CRCC Receives Near Perfect Score

Eric Gintoli,
Columbia Regional Care Center

Surveyors from the National Commission on Correctional Health Care (NCCHC) visited Columbia Regional Care Center (CRCC) on February 20 & 21, 2012. NCCHC is nationally recognized for their leadership in pioneering standards for health services in correctional facilities. CRCC received their initial accreditation from NCCHC in 2002. The NCCHC Survey team consisted of several experts in the field of correctional healthcare, including Dr. Russell Blair, Lead Surveyor; Dr. Rosemary Jackson, Medical Services; and Dr. Frederick Freeman, Mental Health Services. The group was also accompanied by the Vice President of NCCHC, Dr. Scott Chavez, who served in an advisory capacity.

CRCC is proud to report the facility received a near-perfect score on their survey! NCCHC has hundreds of standard indicators that the facility was scored upon and was found deficient on only one indicator of one standard. The very unique and complex nature of CRCC operations and the high level of care we provide to our patients, whether medical or behavioral in nature, were referenced at the survey debriefing by the survey team. Dr. Chavez commented, "I feel the care you [CRCC] delivered to your patients was commensurate with the care my mother recently received while at a cardiac care facility." The satisfaction of hearing such positive feedback from an outside and respected source was amplified by the dozens of staff that were able to attend the survey debriefing and hear the comments first-hand.

To date, these results are the highest marks the facility has received during a survey, and it came on the heels of another exhausting annual survey by the Office of the Federal Detention Trustee one month prior in which the facility also performed very well. This achievement is undoubtedly due to



Columbia Regional Care Center Staff.

the tremendous amount of effort, ambition, passion, and care that each CRCC employee consistently exhibits during their daily duties as well as the intense survey preparation activities that had the willing participation of so many staff members. The preparation included a very thorough policy review, a mock NCCHC survey, countless facility rounds, and the compilation of standard folders and review binders. The GEO Care corporate office also provided a tremendous amount of resources and assistance during the survey preparation phase.

This is another feather in the cap of a facility that continues to 'Raise the Bar' in accordance with the facility vision to be the provider of choice for quality medical, mental health and spiritual care to state and federal patients! Based on the success of several quality initiatives to improve patient and staff safety, the facility has been asked to present a quality initiative in front of thousands of correctional healthcare colleagues at the NCCHC Annual Conference. At CRCC, these achievements are just the beginning of a very powerful snowball of success that will continue far into the future.

Facility Administrator, Mr. Steven T. Adwell states, "We will continue to 'Raise the Bar' even further. We can't rest on our laurels. Consistent compliance is vital, not because we receive a 'stamp of approval', but because compliance insures operations at a high level."

Letter Order Puzzles

Find an English word that contains these letters in this order. It more than likely will have more than one solution, but there is at least one common solution.

All puzzles copyright Erich Friedman, 2008.

1. K I E E I

Advancing Technology

Steve Barth, Morgantown

Morgantown offers a holistic treatment approach where one of our primary goals is to develop competencies in youth which will enable them to function as responsible members of the community. With this goal in mind, Morgantown provides youth access to cutting edge technology in an effort to give them an edge in our ever advancing technological world.



The facility purchased a server that mirrors a corporate or college environment. Each student has his own network account and personal network drive. We upgraded the data circuit to allow for a faster internet connection, as well as handling a large amount of users. In addition, a better web filter was installed in an effort to keep the students safe from inappropriate material. There are a total of 44 computers on this network consisting of both laptops and desktops.

There are five SMART Boards throughout the facility. This device is an interactive whiteboard, with a projector which syncs with a computer. It uses touch detection for input. That is, a user can touch the screen and navigate the computer through the board, using their hands instead of a mouse or keyboard. These have become a great teaching tool. It allows the students to learn interactively both with the instructor and with their fellow students in the class.

Morgantown hosts multiple lab environments. The main computer lab consists of six computers, along with a SMART Board. For those class rooms that do not have SMART Boards, we have physically mounted projectors. Morgantown formed an introduction to video production club to engage the creativity and imagination of our residents. Participants in this activity learn dramatic lighting, image composition, digital editing and techniques to use a video camera effectively. Since the club's formation, projects have included an overview of our talent show, a profile of Sanctuary Day, and assorted short subjects. Residents have gained skills they can apply toward careers in the 21st Century's media culture. With this goal in mind, we look forward to the future creative success of our residents.

We circulate our lap top computers through the facility for residents to use via our *mobile computer lab*. The facility has a total of 25 laptops, which are connected via a wireless connection throughout both Learning Centers. Ten of these laptops are being used for our robotics program and in the near future will have AutoCAD. AutoCAD is a software application used in drafting and architectural design. A Certiprep program is currently being offered. It allows students to become certified Microsoft Office Specialists. This includes online training as well as certification exams. In addition, Servsafe and OSHA 10 are also offered online for student use. We are working toward obtaining more training and certifications for both Microsoft programs and other technical certifications. Finally, a few graduates have started taking online college courses. Under the supervision and guidance of our counselors, this is becoming a growing success.

Although this may seem like a lot for our environment, the students have grasped this technology and enjoy working with it. Students must be on a certain level to have access to the technology, which can assist with keeping them on track clinically and behaviorally. For many, Morgantown is providing them with their first exposure to such technology. We are proud to say the youth are leaving our program with typing skills, computer navigation capabilities, and basic troubleshooting skills.

“The technology here at Morgantown has helped me out in so many ways with doing online classes through the University of Phoenix. Without technology, I would not be able to do my classes. I am very thankful to have the access and privileges to be able to work toward my degree online. This technology has opened doors to continue my education and influenced me to strive for success and pursue a degree and career in the field of psychology.” – Current Resident at Morgantown





Giving a Hand Up in Cambodia

Alisa Jeffery, Spotlight Reentry Center

Twenty-two houses in ten days. That was the goal of BI employee Suzanne Pelletier and her Denver Habitat for Humanity affiliate team as they joined more than 200 volunteers from around the globe on a Habitat for Humanity International Global Village Program mission trip. Last November, Suzanne headed to Cambodia to offer a helping hand to families relocating from living and working on a dumpsite in Phnom Penh, to a new community in the Oudong, Kandal province. In addition to building new homes, the families were also taught sustainable living and work skills. “The Khmer Harvest Build is a chance for 22 families to create new lives. The goal is to have the families and children thrive and study instead of growing up before their time, scavenging for survival on a dangerous refuse pile,” said Pelletier.

Volunteers work side-by-side with people who need a decent place to live. The Cambodian families selected for this Global Village build did not receive a hand out, but a hand up! A starter house costs around US \$3,500. Families repay these costs through affordable, no profit mortgage loans. Monthly mortgage payments range from US \$8 to US \$30 for three to five years and go into a revolving fund to be used to build more Habitat homes. This was Suzanne’s third Global Village build. She previously volunteered in Ghana (2010), El Salvador (2011), and she intends on participating in a new build every year going forward.



Suzanne Pelletier planting cabbage with a local woman (photo above), doing masonry on a house (photo to the left), and playing with local children (photo to the right).



Holiday Food Drive

Alisa Jeffery, Spotlight Reentry Center

The holiday season in Decatur, IL was a little bit brighter this year for customers of the Northeast Community Fund (NCF) thanks to the efforts of the Spotlight Reentry Center clients. A food drive, organized by GEO Care Eastern Region employees Mary Tozer, Supervising Case Manager and Stephanie Thompson, Case Manager, was embraced by the clients because so many of them had received assistance from the NCF in their own time of need. Among them is Shelly Artis, 30, of Decatur, who said, “It feels great to be in a position to give back. I had plenty of things at home to share.”

Clients donated 900 nonperishable food items to the NCF. Arriving just after a semi-truck full of goods for the pantry, clients jumped in to help unload the truck before delivering their own donations. Davin Bean, 31, of Decatur said, “The food drive organized by staff at the GEO Care Spotlight Reentry Center was all about helping clients become better people and not about getting something in return. We don’t mind. There are a lot of people out there less fortunate than us.”

Jerry Pelz, NCF Executive Director, was impressed with the clients generosity, “It just blows my mind how people who are struggling to put their lives back together, people you might



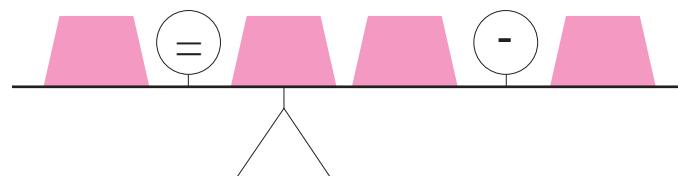
Supervising Case Manager Mary Tozer and clients prepare donations for the Northeast Community Fund (NCF)

think would be on the receiving end of assistance, stepped up to help those in more need than they are.”

Weight Equation Puzzles

Put a digit in each box so that the equation is true. The boxes should also balance, where each digit represents the weight of that box. Each puzzle has a unique solution.

All puzzles copyright Erich Friedman, 2009.



Habitat for Humanity BI Gives Back

Alisa Jeffery, Spotlight Reentry Center

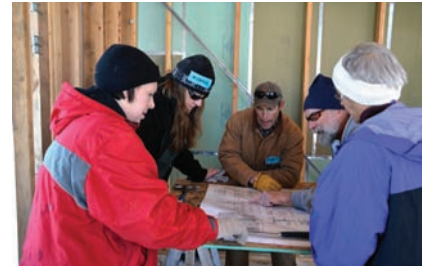
Many opportunities exist to support Habitat for Humanity in your local community or overseas, such as building affordable homes or teaching valuable skills to new homeowners. Several BI employees recently volunteered their time and energy to communities in Colorado and in Cambodia. The results were inspiring.

One cold Wednesday, in early December 2011, the BI Marketing Department spent the day working on a Longmont, CO Habitat for Humanity house. For the department's annual team building activity, the group decided to participate in the build as an opportunity to serve their local community.

The group was divided into teams. Some worked outside on a detached garage, others inside putting finishing touches on a soon to be completed home, and another group framed a second home on the job site. Everyone gained new skills, such as using table and chop saws, pulling nails, and the art of a pneumatic hammer and nail gun – all while balancing on a ladder. Equally important and difficult was keeping the hard hat on your head!

Habitat for Humanity of the St. Vrain Valley (Colorado) provides affordable housing for legal permanent residents of the United States with a housing need. Ideal candidates have inadequate housing, are in an unsafe neighborhood, or their current housing is temporary or transitional. Applicants must also have an annual income between \$24,000 and \$54,000. Those who are selected to receive a house must complete 300 hours of sweat equity on the construction site, and attend classes through Boulder County. The classes cover topics such as basic home maintenance and finance. Homeowners must pay closing costs of approximately \$500, and their mortgage is set at approximately 30% of their individual income. Once a mortgage is paid off, the money then goes to sponsor another house.

The completed home in Longmont was dedicated the following Sunday to the Lino family, who had hoped to move into the four bedroom, two bath home before Christmas. It will be a welcomed change from the two bedroom apartment the six family members have been sharing. Leticia Lino said she and her family are excited to move into their new home, which has a yard where her children -- Katherine, six, and Kevin Eduardo, four, can finally play outside.



Framing crew, looking over the blueprints.

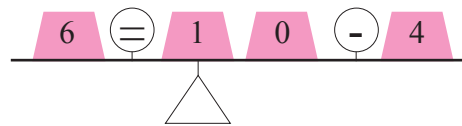


Exterior crew ready to begin work!



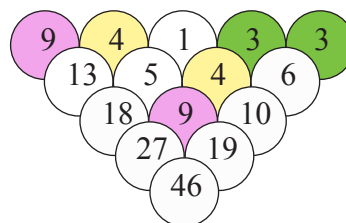
Dawn, Jessa and Jane - locked and loaded.

Puzzle Solutions:



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The Granddaddy Of 'Em All!

Tim Budz, Florida Civil Commitment Center



The Arcadia Rodeo began back in the middle of 1928, when the American Legion wanted to raise money to help pay for a new building. As the longest running rodeo in the nation, it has now come to be known as “The Granddaddy of ‘Em All”. In March, The GEO Group Foundation, with support from the Florida Civil Commitment Center (FCCC), was a Gold Sponsor of the 84th Annual Arcadia All-Florida Championship Rodeo. The Arcadia Rodeo helps raise funds for over 25 local not-for-profit organizations.

Facility Administrator, Tim Budz, and nearly 50 FCCC and corporate staff watched the competition during the three day event. They had up-front seats for the bull riding, barrel racing, steer wrestling and tie down roping.

Don T. Hall, President of the rodeo, thanked The GEO Foundation for their contribution to the local Arcadia community. “It is through the generosity of The GEO Foundation that we are able to bring the rodeo to Arcadia,” commented Hall. “GEO has proven to be a true community neighbor, one that we can count on to help make DeSoto County a great place to live.”



The Karnes Civil Detention Center Opened

on March 21, 2012

